DOCUMENT RESUME

ED 358 969 PS 021 515

TITLE	The Distribution of Family Oriented Benefits.
INSTITUTION	Employee Benefits Research Inst., Washington, DC.
REPORT NO	ISSN-0887-137X
PUB DATE	Oct 92
NOTE	24p.
AVAILABLE FROM	EBRI Publications, P.O. Box 4866, Hampden Station, Baltimore, MD 21211 ($25).
PUB TYPE	Collected Works - Serials (022) -- Reports - Evaluative/Feasibility (142)
JOURNAL CIT	EBRI Issue Brief; n130 Oct 1992
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	*Employed Parents; Employed Women; *Employer Supported Day Care; *Family Programs; *Flexible Working Hours; *Fringe Benefits; Leaves of Absence; Program Evaluation
IDENTIFIERS	*Family Oriented Benefits

ABSTRACT

This issue of a monthly newsletter is devoted to an overview of employee benefits that assist families, including child care, extended unpaid personal leave, and flexible work options. Findings are discussed from a recent study analyzing the distribution of two of those family benefits (child care assistance and flexible work practices) among working women with children under age 13. Four types of child care assistance are examined: on-site child care, information and referral services, financial assistance to help cover the costs of child care (such as vouchers), and pre-tax flexible spending accounts. Flexible work options include part-time work, unpaid extended leave, work at home, and flextime. An assessment is made regarding whether the differences noted among workers receiving the most common employee benefits, such as health and pensions, are reflected in the distribution of family benefits. (MM)

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